

ROLE PURPOSE: Country Director-Ethiopia & Eritrea



Our Vision

A world in which no person is needlessly blind or vision impaired



Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.

How we value your contribution:

Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

13th month payment

As a permanent employee, you will receive a payment equivalent to one month's salary each year (pro-rata for those working part of the year).

Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Health & safety

We are committed to supporting your health, safety and wellbeing. If required, you and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

To work in the Foundation, you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.



Role purpose defines the broad accountabilities of the position, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

ROLE PURPOSE

Role Title: Country Director-Ethiopia & Eritrea	Division: Programs	Location: Addis Ababa, Ethiopia	Date: January 2021
Employment type: Full Time, Permanent	Reports to: Director of Global Implementation	Number of direct reports: 4	Leadership Band: Leads Function

PURPOSE OF THE ROLE:

The Country Director is accountable for the **strategic leadership and oversight of the Ethiopia/Eritrea Program Cluster¹ in alignment with The Foundation's new operating model**, including setting strategic direction of the Ethiopia/Eritrea Programme Cluster, leading country strategy development, and supervising the Senior Management Team and the Eritrea Country Programme Manager.

You are the key liaison connecting global priorities with those of the Ethiopia/Eritrea Program Cluster and will work in close collaboration with the virtual country support networks at the Africa, Middle East and UK (AMUK) Hub and Global Office in Australia to drive the successful achievement of The Foundation's strategic objectives in Ethiopia and Eritrea.

RESPONSIBILITIES:

Ethiopia / Eritrea Program Cluster oversight

- **Accountable for all aspects of running a successful Ethiopia/Eritrea Program Cluster**, delivering great performance and leading and motivating a team to achieve The Foundation's objectives in the Ethiopia/Eritrea Cluster.
- **Provide inspiring strategic leadership to the Ethiopia/Eritrea Program Cluster**, and is accountable to ensure that the Foundation's profile and reputation with government and non-governmental partners are strong and reflect organizational vision, values, culture, policies and procedures.
- Take ownership for **resolving complex problems**, working with the Senior Management Team and the Eritrea Country Programme Manager.
- Provide **leadership for efficient change management of transformative initiatives in the Ethiopia/Eritrea Program Cluster** to enable continuous improvement evolution of systems and processes.
- Lead development and **submission of high-quality annual budget process and other resource needs for the Ethiopia/Eritrea Program Cluster, and ensure timely and accurate forecasts and expenditure spend / reporting** and support the development and execution of high-quality Country Plans within the Ethiopia/Eritrea Program Cluster relevant to the local context and reflecting the global priorities, demonstrating progress in achieving the set measures / objectives.
- Participate in initiatives to increase The Foundation's visibility and enhance new and existing opportunities within the Ethiopia/Eritrea Program Cluster and across the Foundation.
- Provide **input to peer review, project evaluations, and resource mobilization proposals** as required.
- Provide leadership, mentorship, coaching and **actively supervise and manage performance** of the Senior Management Team and the Eritrea Country Programme Manager.

Executive Contribution and Collaboration

- Support the country office to prepare **periodic and statutory reports** for executive leadership team, and if need be, also for The Foundations Board of Directors.
- **Lead organisational development initiatives** in the Ethiopia/Eritrea Program Cluster to enable continuous improvement of the Foundation's work.
- Support the development of partnerships for **fundraising and resource mobilisation to support** the work of the Ethiopia/Eritrea Program Cluster and The Foundation.
- Lead and support **advocacy initiatives, develop and strengthen strategic partnerships** & linkages to support and increase the reach and impact of the Foundation's work within the Ethiopia/Eritrea Program Cluster.
- Understand stakeholder needs in the Ethiopia/Eritrea Program Cluster and **identify opportunities to build and grow effective relationships**.
- Ensure the Program Implementation Director, Executive Director Programs, CEO and Board are provided with **relevant, timely and accurate information and advice as required**.
- **Support growth of The global Foundation by providing bottom-up thought leadership** with global leadership teams (Executive Leadership Team-ELT; Senior Leaders Group-SLG and other collaborative networks);

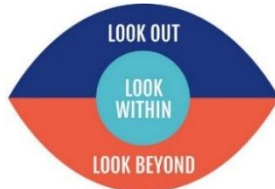
Country Program Leadership

- **Be accountable for the effective, and efficient delivery of the Ethiopia / Eritrea country program** against the country strategy 2021-2025, annual operational plans and organisational performance and compliance requirements.
- Ensure all Country Office employees have clear performance goals, development plans and regular performance reviews, which enable them to succeed.
- Continue strengthening the workplace culture to balances the local context to the global organisational culture;
- Ensure the **effective management of the Country's resources** (financial, technical and operational) in order to achieve the Foundations strategic objectives.
- Ensure strengthened relationships and collaboration with implementing partners and increased partner ownership in project design and implementation.
- Ensure continuous engagement of the Ethiopia and Eritrea teams with in-country donor representatives.
- Lead advocacy and sector engagement with eye health and Neglected Tropical Diseases (NTD) in Ethiopia to guarantee effective coordination, policy support, and resource allocation to sustain The Foundation's work.
- Ensure compliance of the **Ethiopia/Eritrea Program Cluster** with the Foundation's and donor policies and guidelines, risk, child protection and fraud prevention, including compliance with the health, safety and wellbeing and statutory regulation.
- Monitor individual performance objectives of the Eritrea Country Programme Manager and make recommendations for improvements while also being accountable for achieving own country program objectives.
- In collaboration with the country support network, ensure that the Ethiopia/Eritrea programme cluster has appropriate systems for program management, finance and procurement, which reduce duplication and procedural inconsistencies.
- Lead the Country Safety and Security Management Team to ensure the resilience of FHF teams, partners and communities.

Coordination with country support teams at Hub and Global Office

- Lead and strengthen **business partnering approach and coordination with the country support teams at Hub** and Global teams to ensure continued performance and compliance of the Ethiopia/ Eritrea program cluster;
- Support coordination and **monitoring of operational efficiency and productivity of the Hub and Global Office country support networks** for effective support of the Ethiopia/Eritrea Program Cluster.
- Support in development of structures and processes aimed at achieving efficiency and effectiveness through business partnering approach in use of Program Cluster, and Support Hub technical resources.
- Lead monthly Monitoring, Evaluation, Reporting, Learning and Adaptation (MERLA) forums with the Hub to review and strengthen performance of the cluster and hub.

OUR CAPABILITIES:



As a member of the Foundation Family you will:

1. Live by the values of The Foundation and support The Foundations culture, performance and brand.
2. Adhere to all The Foundation policies & Procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

ESSENTIAL EXPERIENCE:

- Demonstrated experience leading large scale eye health / trachoma elimination programmes.
- Excellent experience in organisational development in fast evolving social, political and economic contexts including contribution to change processes.
- Good experience developing, resourcing and implementing country strategies and translating them to organisational and individual objectives of the teams.
- Demonstrated experience leading complex health programmes with multiple implementing partners and donors including USAID, DFID, and private foundations.
- Excellent experience leading physical and virtual teams in multi-faceted cultural environment.
- Knowledge of application of project management cycle for development effectiveness and program impact.
- Demonstrated experience in business development and resource mobilisation
- Demonstrated experience ensuring country-level compliance of organisational governance requirements including regulatory risks, legal issues, audits, safety and security, etc.
- Experience contributing to national and global advocacy efforts for trachoma elimination and in eye health leadership including participation in national / regional forums.

- Demonstrated experience building mutual accountability amongst country and global teams to fulfil expectations of communities, government, donors and The Foundation.
- Experience working with federal and regional governments in Ethiopia / Eritrea will be an added advantage.

SKILLS:

- Strong leadership skills– with the ability to lead multiple teams / working groups and effectively influence / engage at the executive level.
- Commitment to and strong capacity for working through collaboration and partnerships – must have superior relationship management and interpersonal skills.
- Excellent communication skills, including fluency in written and spoken English.
- Good problem-solving skills demonstrates resilience and initiative when faced with challenges.
- Demonstrated capacity to work effectively in cross cultural / mixed language environments.
- In depth knowledge of the complexities and challenges of managing effective health sector programs .
- Ability to motivate the highly skilled professionals within the team and maintain a clear sense of priorities.
- Understands the current and future challenges within the health sector and the region in preparation for future strategies.
- Liaised effectively with government, development partners, and private sector organizations and to forge effective collaboration in a multi-stakeholder environment.
- Exceptional people management skills.
- Ability to manage change and program growth and transition.
- An energetic self-starter with the resilience, pace, interpersonal flexibility and comfort with ambiguity to succeed within the evolving and sometimes demanding culture.
- Ability to be flexible in the face of changing priorities and maintain a sense of humour.

Qualifications:

- Minimum of a Master’s degree in Public Health, International Development or related field;

- This position does involve “Working with Children” either direct or indirect.

Travel: International/Domestic

Additional Responsibility: As agreed with line manager

¹ In its new operating model, The Foundation introduced the “*country program cluster*” concept in which a country office of a big country program avails its resources to support a smaller country program to fulfil all performance and compliance requirements.